

Summary of Substantive Changes to LTC 2012-2015 Collective Bargaining Agreement

Article	Change
Cover sheet	Agreement in effect from July 1, 2012 to June 30, 2015. Unless otherwise specified, implementation date for any changes is July 1, 2012.
13.02 Wage Schedule & Step Placement	The wage tables shown in Section 13.02.A is the base wage schedule in effect June 30, 2012. The wage schedule is found on and derived from the Division of Finance website.
13.02.A Wage Schedule	Base wage schedule reflecting 2% increase.
13.02.B	The base wage schedule in effect June 30, 2012 will increase by 2% on July 1, 2012. The base wage schedule in effect June 30, 2013 will increase by 1% on July 1, 2013. The base wage schedule in effect June 30, 2014 will increase by 1% on July 1, 2014.
13.03.A Classifications	Adds that the Employer maintains and establishes a classification system and a pay plan.
13.03.B Bargaining Unit Placement & New Classifications	Changes the procedure for settling disputes of new classifications, adding that the DOP&LR director issues the final decision in these matters.
13.03.D Classification Reviews	Changes the procedure for settling classification disputes, adding that the DOP&LR director issues the final decision in these matters.
13.05 Subsistence	Parties agreed to reopen this Article for the sole purpose to negotiate Article 13.05, recognizing that any change to monetary terms in Article 13.05 are subject to legislative approval and funding.
13.06.A Premium Pay, Overtime	Employer agreed to equalize the distribution of overtime among the bargaining unit members. New language permits compulsory overtime when the Employer determines it is in the public's best interest, such as natural disasters or weather related emergencies. The intent of this new language is that compulsory overtime will only be used when there aren't sufficient volunteers to meet staffing needs and the need is clearly in the public's best interest. Clarified that the employee's first and second scheduled days off follow the employee's five scheduled work days of their work schedule. Overtime and holiday pay shall not be pyramided or duplicated. Hours paid at an overtime rate shall only be credited once in the calculation of hours in the workweek for overtime purposes.
17.03 Termination Pay	Changed when termination pay is due from the fourth to the third working day after termination.
18.03 Holidays	Permits holidays to be rescheduled to another day in the workweek or in the work schedule in which the holiday was to be observed with mutual agreement between the employee and supervisor.
20.07 Union Business Leave	Defined the purposes for which withdrawals from the Union Business Leave Bank may be requested.
22.01 Duty Station Seniority	Added that the DOT&PF, division of Maintenance and Operations and the State Equipment Fleet, will be combined into one duty station at each location for determining duty station seniority. Added that for the Southeast Region, because the Division of Maintenance and Operations is also combined with Construction, Construction shall be considered a separate duty station from Maintenance and Operations and the State Equipment Fleet for determining duty station seniority.
23.01 Employee Health Insurance	Increased Employer contribution to the health insurance trust to \$1330 per month effective July 1, 2012. Removed language regarding the July 9, 2010 payment to the health insurance trust.
29.01 Term of Agreement	The Agreement shall be effective July 1, 2012 and remain in effect through June 30, 2015
29.04 Term of Agreement	Either party may give written notice during the period of September 1, 2014 through September 30, 2014 of its desire to negotiate a successor agreement. Negotiations shall commence on or after October 1, 2014.